



UNITED STATES MARINE CORPS
MARINE CORPS POLICE DEPARTMENT
MARINE FORCES RESERVE
2000 OPELOUSAS AVE
NEW ORLEANS, LOUISIANA 70146

IN REPLY REFER TO:

12 Aug 2016

From: Agent Charles B. Sanchez, Criminal Investigator, Marine Corps CID, Marine Corps Police Department, MARCORSPTFAC, New Orleans, LA

To: Major Christopher Bibeau, Provost Marshal, Marine Corps Police Department, MARCORSPTFAC, New Orleans, LA

Subj: 9 AUG 16 INCIDENT REPORT 5 U.S.C. 552(b)(6)

Encl: (1) Ms. 5 U.S.C. 552(b)(6) Statement

Preliminary Statement

1. On August 9, 2016 I received notification via the Provost Marshal, Maj. Christopher Bibeau that an incident had occurred off the installation at the Marriot, 859 Convention Center Blvd, New Orleans, LA 70130 involving civilian employees. It was requested that I conduct a preliminary investigation to determine the facts surrounding the incident so that leadership could be properly briefed.

Findings of Fact

1. On August 11, 2016, I conducted an interview with Ms. 5 U.S.C. 552(b)(6) NAF civilian, Family Readiness Office, MARCORSPTFAC, New Orleans, LA 70146 who provided a signed statement in regard to her knowledge of the incident.
(Encls (1))

2. On August 11, 2016 I attempted to contact both Mr. 5 U.S.C. 552(b)(6) who was also verbally assaulted by Mr. 5 U.S.C. 552(b)(6) and Ms. 5 U.S.C. 552(b)(6) who witnessed the incident, however neither individual was readily available to be interviewed. Mr. 5 U.S.C. 552(b)(6) will be on leave until 5 U.S.C. 552(b)(6) 16 and Ms. 5 U.S.C. 552(b)(6) was still in training and would not be available until 5 U.S.C. 552(b)(6) 16.

Opinions

1. Based on the information provided by Ms. 5 U.S.C. 552(b)(6) it seems that Mr. 5 U.S.C. 552(b)(6) over-stepped his boundaries when he began to display unprofessional behavior while acting in his official capacity as a MARCORSPTFAC employee and representative. Ms. 5 U.S.C. 552(b)(6) attempted to correct his behavior, however he refused to cooperate with her requests. After Mr. 5 U.S.C. 552(b)(6) finished his briefing, Ms. 5 U.S.C. 552(b)(6) was having a conversation with Mr. 5 U.S.C. 552(b)(6) and Ms. 5 U.S.C. 552(b)(6) about Mr. 5 U.S.C. 552(b)(6) behavior, when approached her, got within 1-foot of her person, and began to verbally assault and attack her personally. Ms. 5 U.S.C. 552(b)(6) then attempted to direct Mr. 5 U.S.C. 552(b)(6) to leave, however he refused. At this time, Mr. 5 U.S.C. 552(b)(6) attempted to deescalate the situation, however Mr. 5 U.S.C. 552(b)(6) then became aggressive towards him as well. After 5 U.S.C. 552(b)(6) notified security, Mr. 5 U.S.C. 552(b)(6) agreed to leave, however as he walked by Ms. 5 U.S.C. 552(b)(6) he forcibly struck her with his shoulder. It is possible that this incident was fueled by an email Mr. 5 U.S.C. 552(b)(6) had received from Ms. 5 U.S.C. 552(b)(6) where she had pointed out that his title had been incorrectly stated in an email from Mr. 5 U.S.C. 552(b)(6). Please refer to Ms. 5 U.S.C. 552(b)(6) statement for additional details.

Recommendations

1. Based on the facts surrounding this incident, it is my recommendation that steps be taken to prevent behavior, such as this, from occurring in the future. Supervisors should be briefed to maintain professionalism within their communications and to use better judgement when addressing perceived issues. If Ms. 5 U.S.C. 552(b)(6) had a problem with the title used for Mr. 5 U.S.C. 552(b)(6) it should have been addressed directly with Mr. 5 U.S.C. 552(b)(6) and not forwarded to Mr. 5 U.S.C. 552(b)(6). That potentially would have prevented the incident from occurring altogether.

5 U.S.C. 552(b)(6)

Agent Charles B. Sanchez
Criminal Investigator, Marine Corps CID

Enclosure 1:

Ms .

5 U.S.C. 552(b)(6)

5 U.S.C. 552(b)(6)

Statement

Dear Sir/Ma'am,

This addendum, presented a day after my written statement on the 10 AUG 2016 incident, addresses my concerns for personal safety in the workplace as well as my *continued* experience of bullying. Previously, in a Trip Report, dated 25 FEB 2016, I documented my experience of an aggressive verbal incident involving MLG Regimental 5 U.S.C. Mr. 5 U.S.C. 552(b)(6). When considering both events, I've become concerned with how behaviors/actions of my peers has created a dysfunctional work environment for me while performing my duties as a Marine Corps Family Team Building trainer. The incident on 10 AUG not only placed me at risk, but impacted another MCFTB trainer, Mr. 5 U.S.C. 552(b)(6) as well. The reality of being a 5'3 female, who was verbally assaulted and physically impacted by a man, larger in size, within a 2 foot proximity, over a work place grievance, is unacceptable.

When considering the chain of events leading up to both of those situations, I've become gravely concerned at a common denominator, which in my perspective, is the behavior/actions of 3rd parties influencing my personal safety. Specifically, in reference to the 10 AUG 2016 event, Mr. 5 U.S.C. 552(b)(6) anger and frustration towards the August FRO training (provided in the narrative below) greatly magnified between the week prior to the actual brief date. One important element, I was not aware of when I wrote my narrative, (recently conveyed to me by Mr. 5 U.S.C. 552(b)(6)) was an email exchange between MLG 5 U.S.C. Mrs. 5 U.S.C. 552(b)(6) and Mr. 5 U.S.C. 552(b)(6). In this exchange, Mrs. 5 U.S.C. 552(b)(6) refers to an email sent to her, as well as other MSC FROs, by MCFTB 5 U.S.C. 552(b)(6) Mr. 5 U.S.C. 552(b)(6) Mr. 5 U.S.C. 552(b)(6) correspondence provided the MSC FROs with the final schedule and apologized for last minute changes requested by Mr. 5 U.S.C. 552(b)(6). In the email, Mr. 5 U.S.C. 552(b)(6) refers to the source of the change as the "YRRP clerk." In reaction to this correspondence, of whom Mr. 5 U.S.C. 552(b)(6) was not a recipient, Mrs. 5 U.S.C. 552(b)(6) emailed Mr. 5 U.S.C. 552(b)(6) and stated her concern of his being referred to as a "clerk" since he is not a "clerk." I'm unclear as to the decision making process of Mrs. 5 U.S.C. 552(b)(6) in her course of action. One can easily imagine Mr. 5 U.S.C. 552(b)(6) becoming increasingly agitated upon reading her email. And, since Mr. 5 U.S.C. 552(b)(6) and Mrs. 5 U.S.C. 552(b)(6) are friends, I can only presume that she was aware of Mr. 5 U.S.C. 552(b)(6) dissatisfaction with the initial response of Mr. 5 U.S.C. 552(b)(6) to his schedule request, as seen below in the narrative. The fact of how deeply this impacted Mr. 5 U.S.C. 552(b)(6) will never be known to me, however his increased aggression is perfectly clear. In closing, it is my belief that this behavior/action led to the increase of Mr. 5 U.S.C. 552(b)(6) aggression of which I became the recipient of, ultimately impacting my personal safety.

Good afternoon Mr. 5 U.S.C. 552(b)(6)

I'm still facilitating FRO training, apologies for the delayed response.

Here are narratives/witnesses concerning the incident on 09 AUG with Mr.

5 U.S.C. 552(b)(6) Agent Sanchez from MFR police force, also requested a report.

I mentioned your request to him, he requested to be cc'd in this email.

One week prior to FRO training:

5 U.S.C. 552(b)(6) approached me in reference to a scheduling conflict with his date/time slot at FRO training. I replied that he needed to convey his request to my director, Mr. 5 U.S.C. 552(b)(6) for approval. Mr. 5 U.S.C. 552(b)(6) didn't understand why this could not be resolved immediately and stated, "MCCS could fuck off, the FROs could fuck off and MCFTB could fuck off because I'm 5 U.S.C. 552(b)(6) is sick of all their shit."

Added: 11 AUG 2016

Not included in my initial narrative, 5 U.S.C. 552(b)(6) emailed 5 U.S.C. 552(b)(6) stating that MLG 5 U.S.C. 552(b)(6) Mrs. 5 U.S.C. 552(b)(6) would facilitate his brief rather proceed with Mr. 5 U.S.C. 552(b)(6) suggestion of Mr. 5 U.S.C. 552(b)(6) or I taking his place. (At a previous FRO training I facilitated Mr. 5 U.S.C. 552(b)(6) briefs due to a scheduling conflict)

Incident with classroom:

At the end of the lunch break, I entered the training room, Mr. 5 U.S.C. 552(b)(6) was placing YRRP lanyards and brochures at each seat. He appeared agitated in his body language and bodily gestures. Once complete, he sat to the side and proceeded to interrupt a conversation a Marine was having about reimbursement of a unit Marine/dependents from the Charlotte SPMAGTF Pre-Deployment event. Mr. 5 U.S.C. 552(b)(6) took a harsh tone and stated that the Marine was citing the wrong reimbursement policy. The conversation escalated and Mr. 5 U.S.C. 552(b)(6) stated, loudly, "fucking" policy/procedure. I asked Mr. 5 U.S.C. 552(b)(6) to lower his voice and use cleaner language. Mr. 5 U.S.C. 552(b)(6) did not verbally acknowledge my request and continued talking. I started the second part of the training day and introduced Mr. 5 U.S.C. 552(b)(6). He came up to the podium, made opening comments, and then, in cocky tone stated "this is a fun training, isn't it" with a smirk. I asked Mr. 5 U.S.C. 552(b)(6) to stay on track and keep it clean. He stated, sarcastically, I didn't say anything wrong. I asked again for him to keep it clean and on track. It's important to note, during his brief, he was abrupt in his

responses to attendee's questions.

Incident in hotel lobby

At the completion of the YRRP brief I gave the Marine a 15 minute break and stepped into the hotel lobby and started speaking with Mr. 5 U.S.C. 552(b)(6) and Ms. 5 U.S.C. 552(b)(6) about the Mr. 5 U.S.C. 552(b)(6) behavior in the classroom. At this point, Mr. 5 U.S.C. 552(b)(6) had left the hotel. Our conversation was roughly 5 minutes long, I turned around and saw Mr. 5 U.S.C. 552(b)(6) walking back into the hotel. He was approaching me, with determined strides and an angry face. He was approximately 1' from my person and began yelling at me: "Fuck you, you're a fucking bitch, if you have something to say it to me, say it to my face." The yelling continued with a stream of "fucks". I asked Mr. 5 U.S.C. 552(b)(6) repeatedly to leave the hotel, did not acknowledge me. At this point, Mr. 5 U.S.C. 552(b)(6) interceded and tried to calm Mr. 5 U.S.C. 552(b)(6) down, saying, "hey, it's ok." Mr. 5 U.S.C. 552(b)(6) then turned to him and continued his yelling, telling Mr. 5 U.S.C. 552(b)(6) to "fuck off." The two continued, I determined that hotel security was needed to remove Mr. 5 U.S.C. 552(b)(6) because he would not calm down. I was afraid that Mr. 5 U.S.C. 552(b)(6) would hit Mr. 5 U.S.C. 552(b)(6). I approached the front desk clerk and asked her to call security. I continued to hear Mr. 5 U.S.C. 552(b)(6) yelling at Mr. 5 U.S.C. 552(b)(6). I turned around and headed back because I was concerned for Mr. 5 U.S.C. 552(b)(6) safety. I approached where they were arguing and told Mr. 5 U.S.C. 552(b)(6) to leave again. Mr. 5 U.S.C. 552(b)(6) turned around (I was positioned close (roughly 2') to a column in the lobby (there was a wide expanse of walkway behind me) Mr. 5 U.S.C. 552(b)(6) decided to walk between the column and I, as he walked by, he shoulder checked me. I told him not to touch me, he stated he did not touch me and proceeded to telling me to "fuck off" as he walked out of the lobby.

Witnesses – Mr. 5 U.S.C. 552(b)(6) & Ms. 5 U.S.C. 552(b)(6)

One week prior to FRO training:

5 U.S.C. 552(b)(6) approached me in reference to a scheduling conflict with his date/time slot at FRO training. I replied that he needed to convey his request to my director, 5 U.S.C. 552(b)(6) for approval. Mr. 5 U.S.C. 552(b)(6) didn't understand why this could not be resolved immediately and stated, "MCCS could fuck off, the FROs could fuck off and MCFTB could fuck off because I'm [Eric] is sick of all their shit."

Incident with classroom:

At the end of the lunch break, I entered the training room, Mr. 5 U.S.C. 552(b)(6) was placing YRRP lanyards and brochures at each seat. He appeared agitated in his body language and bodily gestures. Once complete, he sat to the side and proceeded to interrupt a conversation a Marine was having about reimbursement of a unit Marine/dependents from the Charlotte SPMAGTF Pre-Deployment event. 5 U.S.C. 552(b)(6) took a harsh tone and stated that the Marine was citing the wrong reimbursement policy. The conversation escalated and 5 U.S.C. 552(b)(6) stated, loudly, "fucking" policy/procedure. I asked 5 U.S.C. 552(b)(6) to lower voice and use cleaner language. 5 U.S.C. 552(b)(6) did not verbally acknowledge my request and continued talking. I started the second part of the training day and introduced 5 U.S.C. 552(b)(6). He came up to the podium, made opening comments, and then, in cocky tone stated "this is a fun training, isn't it" with a smirk. I asked 5 U.S.C. 552(b)(6) to stay on track and keep it clean. He stated, sarcastically, I didn't say anything wrong. I asked again for him to keep it clean and on track. It's important to note, during his brief, he was abrupt in his responses to attendee's questions.

Incident in hotel lobby

At the completion of the YRRP brief I gave the Marine a 15 minute break and stepped into the hotel lobby and started speaking with 5 U.S.C. 552(b)(6) and 5 U.S.C. 552(b)(6) about the 5 U.S.C. 552(b)(6) behavior in the classroom. At this point, 5 U.S.C. 552(b)(6) had left the hotel. Our conversation was roughly 5 minutes long, I turned around and saw 5 U.S.C. 552(b)(6) walking back into the hotel. He was approaching me, with determined strides and an angry face. He was approximately 1' from my person and began yelling at me: "Fuck you, you're a fucking bitch, if you have something to say it to me, say it to my face." The yelling continued with a stream of "fucks". I asked 5 U.S.C. 552(b)(6) repeatedly to leave the hotel, did not acknowledge me. At this point, 5 U.S.C. 552(b)(6) interceded and tried to calm 5 U.S.C. 552(b)(6) down, saying, "hey, it's ok." 5 U.S.C. 552(b)(6) then turned to him and continued his yelling, telling 5 U.S.C. 552(b)(6) to "fuck off." The two continued, I determined that hotel security was needed to remove 5 U.S.C. 552(b)(6) because he would not calm down. I was afraid that 5 U.S.C. 552(b)(6) would hit 5 U.S.C. 552(b)(6). I approached the front desk clerk and asked her to call security. I continued to hear 5 U.S.C. 552(b)(6) yelling at 5 U.S.C. 552(b)(6). I turned around and headed back because I was concerned for 5 U.S.C. 552(b)(6) safety. I approached where they were arguing and told 5 U.S.C. 552(b)(6) to leave again. 5 U.S.C. 552(b)(6) turned around (I was positioned close (roughly 2') to a column in the lobby (there was a wide expanse of walkway behind me) 5 U.S.C. 552(b)(6) decided to walk between the column and I, as he walked by, he shoulder checked me. I told him not to touch me, he stated he did not touch me and proceeded to telling me to "fuck off" as he walked out of the lobby.

Witnesses - 5 U.S.C. 552(b)(6) & 5 U.S.C. 552(b)(6)

5 U.S.C. 552(b)(6)